



Invites your interest for the position of

Office of Violence Prevention Manager

Annual Salary

Under Review

(Current pay scale will be up to \$101,984
as of July 1, 2015)

OPEN UNTIL FILLED





Unique Opportunity

Stockton is a renewed City! Having recently emerged from bankruptcy, Stockton is a city that is perhaps better prepared for the future than any other city in California, with a thorough understanding of its operations and finances, and the tools to adjust to economic conditions for decades into the future. With its financial house in order, Stockton has been through the most significant period of change ever experienced in its 165-year history. The Mayor, City Council, City Manager, and executive team are committed to a strong and vibrant community.

Community

Located in California's great Central Valley, Stockton has grown from a community with rich agricultural roots to an urban destination with an emerging arts and cultural scene, fine dining, shopping, sports, recreation, and family activities. Stockton is the home of two major sports teams as well as the University of the Pacific, a California State University, Stanislaus extension campus, San Joaquin Delta College, and the robust and thriving Port of Stockton which has direct waterway access to the San Francisco Bay. Year-round events and activities make Stockton a destination for events, venues and attractions such as the Annual Jazz Brubeck Festival, Bob Hope (Fox California) Theatre, Children's Museum, Haggin Museum, San Joaquin County Fairgrounds, and the Stockton Symphony. The 10,000 seat multi-purpose, waterfront Stockton Arena is home to the Stockton Heat, recently purchased by the Calgary Flames. The adjacent 5,000 seat Stockton Ballpark is home to the Stockton Ports single-A minor league baseball team.

Stockton is the 13th largest city in California with a dynamic, multi-ethnic and multi-cultural population of almost 300,000 residents. It is centrally located and offers excellent quality of life for its residents. Stockton has a long tradition of established families who have called Stockton their home for generations in addition to many new residents who have chosen Stockton as their home. The city has a number of beautiful residential communities along waterways and tree-lined streets, and it offers affordable cost of living.

Downtown Stockton is located on the waterfront that has renewed energy with new development and increased opportunities as the community rediscovers its historic roots. Stockton also enjoys a bounty of fresh fruit and produce from the rich agricultural area that surrounds the City.

With all of this and so much more to look forward to, Stockton's future is bright.

The Office of Violence Prevention

The mission of Stockton's Office of Violence Prevention (OVP) is to significantly reduce violence in the City of Stockton through the implementation of data-driven, partnership-based violence prevention and reduction programs and strategies rooted in best practice. The initial OVP program emphasis is Stockton's Operation Ceasefire, a partnership-based violence reduction strategy that employs respectful, direct communication with highest risk youth and young adults. Stockton's Ceasefire approach is based upon the nationally-known, evidence-based "Operation Ceasefire" strategy that has produced multi-year, community-wide reductions in serious violence in a variety of cities across the country.

Stockton's Ceasefire effort not only seeks to reduce shootings – that is, make Stockton communities safe from violence – but in keeping with the OVP vision and mission also seeks to reduce recidivism among those at highest risk of violence, improve outcomes for youth and young adults at highest risk of violence, and strengthen relationships between the community and police. In the long-term, program and strategic planning, development and management will be increasingly focused on these outcomes.

The Position

- OVP programs and strategies rely on the commitments of an alliance of community and law enforcement stakeholders and organizations. The Office of Violence Prevention Manager will play a central and critical role in ensuring the accountability required for quality implementation and sustainability. Leadership is needed to move a group of committed stakeholders from the intention of working together to actually operating in a focused, partnership-based way. Specifically, the OVP Manager will need to have skills in leadership and facilitation, project management experience, and command of relevant substance areas; and should effectively encourage full participation with attention to strengthening police-community relations, foster creativity and shared responsibility, and balance deliberation with action.
- Key priorities for the Office of Violence Prevention Manager include:



The Position (continued)

- Directs, manages, and reviews the work of assigned staff, including administrative and supervisory staff for the Peacekeeper and related outreach programs, to assure operations are performed in accordance with City policy and procedure and applicable state and federal laws.
- Coordinates and manages inter-agency working partnerships of community leaders including clergy and gang outreach, public and community based service providers, and other stakeholders committed to reducing violence; facilitates meetings and makes public presentations.
- Collaborates with law enforcement and community based organizations in developing neighborhood based community support systems for the prevention of violence.
- Plans and supervises program activities; evaluates and analyzes violence prevention and violence treatment services within the City of Stockton, acts a liaison with community groups, federal, state, and county agencies and community based organizations.
- Monitors budget expenditures.
- Monitors legislation and developments related to areas of responsibility; evaluates their impact on City operations and programs; recommends and implements policy and procedural improvements.
- Maintains program statistics and prepares analytical reports, procedures, and recommendations regarding projects or programs.
- Oversees private and public fundraising as it relates to violence prevention and reduction.



The Ideal Candidate

The OVP Manager will be responsible for coordinating all communications and services, supporting outreach, and fostering community engagement for OVP core programs. This will include leading the overall working group process and working to strengthen the relationship between the Stockton Police Department and the Stockton community.

The selected candidate must have strong analytical and leadership skills, and the ability to work effectively with diverse stakeholders who possess different perspectives, including community leaders and organizers, residents affected by violence, young people at risk of violence service providers, criminal justice and other public agency staff and leaders. The City is in the midst of a transformation, and the significant amount of change accompanying the process provides an excellent opportunity to develop and implement solutions and positively impact the organization. Equally important is a strong core value system of loyalty, ethics, integrity, and commitment to public service.





Minimum Qualifications

Possession of a Bachelor's degree from an accredited four-year college or university with major course work in sociology, counseling, social work, public administration, criminology or a closely related field and three (3) years of management or supervisory experience in a government or public agency involving leadership, facilitation, and project management in the area of violence prevention or related community outreach/improvement programs. Management or supervisory experience in a relevant non-profit or private sector agency may substitute for the required government managerial experience on a year-for-year basis, however, government or public sector experience is preferred. Personal and professional experience relevant to communities in Stockton which experience high levels of violence, and applied violence reduction strategies preferred. Additional experience as detailed above may substitute for the required education on a year-for-year basis, however, a Bachelor's degree is preferred.

Compensation and Benefits

The annual salary for the Office of Violence Prevention Manager is under review, but will be up to \$101,984 as of July 1, 2015. Benefits* include, but are not limited to:

- **Retirement:** California Public Employees' Retirement System (CalPERS) with a 2% @ 62 formula for employees new to CalPERS. Employees considered "classic" members receive 2% @ 60 benefit formula.
- **Vacation:** 120 hours of vacation per year.
- **Health Benefits:** The City pays a significant portion of the premium for medical/hospitalization, dental/orthodontia, vision, and prescription coverage for employees and dependents, and offers a choice of two plans.
- **Holidays:** 12 fixed and 1 floating per year.
- **Sick Leave:** 96 hours per year.
- **Deferred Compensation:** A deferred compensation plan is available at the employee's option.
- **Section 125 (Flexible Spending Account):** Employees may participate on a pre-tax basis for day care and medical expense reimbursement.
- **Life Insurance:** Policy value of \$50,000.
- **Work Schedule:** 9/80 with alternating Fridays off.

*Please visit our website for a complete list of benefits offered by the City of Stockton.

This position is Exempt from FLSA (Fair Labor and Standards Act) and does not qualify for overtime compensation and is subject to Fair Political Practices Commission (FPPC) annual filing requirements. Please see the FPPC website, www.fppc.ca.gov, for more information.

The Process

This is an At-Will position (Unclassified and Unrepresented). Applicants are required to submit an on-line application, resume, supplemental questionnaire, and cover letter for consideration. Failure to submit this information could make the application subject to rejection. Only the most qualified applicants will be invited to an interview. It is expected that finalist will be invited back for a second round of interviews.

If you are interested in pursuing this new and challenging career opportunity, please visit our website to apply online at:

www.stocktongov.com/jobs

**Final Filing Date:
Continuous, until filled**

THE CITY OF STOCKTON IS AN EQUAL OPPORTUNITY EMPLOYER